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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> Variable Pay Form: This section of the exam assesses the proficiency of SAP Consultants in configuring the Variable Pay form. It includes layout adjustments, display logic, and content settings necessary for presenting bonus information to managers and planners.
Topic 2	<ul style="list-style-type: none"> Bonus Calculation Methods: This section of the exam measures the skills of Compensation Analysts and covers the configuration of different bonus calculation methods within the Variable Pay module. It includes defining logic that calculates payouts based on employee performance and business results.
Topic 3	<ul style="list-style-type: none"> Reports and Reward Statements: This section of the exam evaluates the knowledge of Compensation Analysts in generating reports and reward statements. It focuses on tools for communicating results to stakeholders and visualizing data through templates and dashboards.
Topic 4	<ul style="list-style-type: none"> Employee History Data and Background Element: This section of the exam measures the skills of Compensation Analysts in managing employee history and background elements. It involves mapping historical records and compensation-related fields to ensure data accuracy for calculations.
Topic 5	<ul style="list-style-type: none"> Eligibility: This section of the exam evaluates the ability of SAP Consultants to define and configure eligibility rules. It includes setting criteria for plan participation and ensuring the correct employee population is included in bonus planning.
Topic 6	<ul style="list-style-type: none"> Bonus Plans: This section of the exam measures the skills of Compensation Analysts in setting up and managing bonus plans. It focuses on plan creation, assignment, and validation processes within the Variable Pay structure.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q44-Q49):

NEW QUESTION # 44

Your client wants to award quarterly bonuses, where the quarters are aligned as follows: Q1: November 1-January 31. Q2: February 1-April 30. Q3: May 1-July 31. Q4: August 1-October 31. Bonuses are paid at the end of each quarter. Which of the following combinations of configuration options would work for this scenario?

- A. One variable pay template with the bonus start date November 1 and end date October 31; employee history is loaded with four records per employee (one per quarter) and bonus paid in full on October 31
- B. Four variable pay templates, with the bonus start and end dates aligned with "traditional" quarter dates and custom columns in the employee history to display the customer's dates
- C. One variable pay template with the bonus start date November 1 and end date October 31, and the bonus plan multiplier set to 25%
- D. Four variable pay templates, with the bonus start and end dates aligned with the customer's dates and employee history to match

Answer: B,C

NEW QUESTION # 45

If the Starting Point for Manager Form Eligibility is set to "No employees are eligible", what actions can you take to include employees in the bonus plan? Note: There are 2 correct answers to this question.

- A. Create a rule in Manager Form Eligibility to include employees.
- B. Add employees to the history data file.

- C. Use an MDF rule instead of importing eligibility rules.
- D. Flag employees in the UDF as TRUE in COMPENSATION_ELIGIBLE.

Answer: A,D

NEW QUESTION # 46

A performance management (PM) form will be considered a match to an assignment when its period overlaps with the period of the assignment. Which combination of conditions qualifies as "overlap"?

- A. PM form start date >= Assignment end date. Assignment start date <= PM form start date
- B. PM form start date <= Assignment start date. PM form end date <= Assignment end date
- C. PM form start date <= Assignment start date. Assignment start date >= PM form end date
- D. PM form start date <= Assignment end date. Assignment start date <= PM form end date

Answer: D

NEW QUESTION # 47

Your customer uses role-based permissions. The Variable Pay administrator imports the employee history data file that contains the assignment history for all employees. What data is processed?

- A. Data for all employees when the option "Import file contains assignment history for all employees" is checked
- B. Data for employees who are in the administrator's dynamic group
- C. Data for employees who are in the administrator's target population
- D. Data for all employees when the option "Delete all existing records prior to importing new data" is checked

Answer: D

NEW QUESTION # 48

A customer has implemented Employee Central for most of their employees, but some employees remain on SAP ERP. What plan setting allows for the use of a single template for all employees?

- A. Hybrid template
- B. Enable Guideline Optimization
- C. Use MDF rule instead of imported eligibility rule
- D. Enable Suppress Statement

Answer: A

NEW QUESTION # 49

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